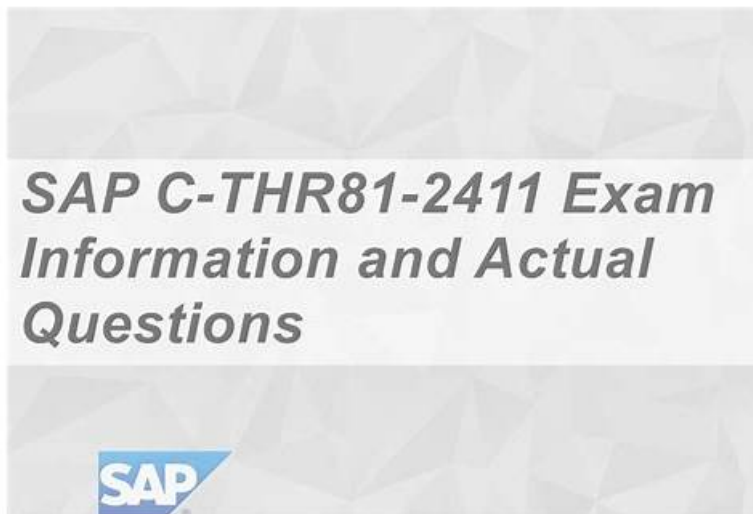


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The modern SAP world is changing its dynamics at a fast pace. To stay and compete in this challenging market, you have to learn and enhance your in-demand skills. Fortunately, with the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management (C-THR85-2411) certification exam you can do this job nicely and quickly. To do this you just need to enroll in the SAP C-THR85-2411 Certification Exam and put all your efforts to pass the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management (C-THR85-2411) certification exam.

SAP C-THR85-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Processes and Presentations: This section equips SAP consultants with insights into designing effective HR processes in SuccessFactors. It covers techniques for customizing user workflows and presentations to enhance usability. Furthermore, it highlights tools for data reporting and effective presentation of HR process outcomes, ensuring impactful communication.

Topic 2	• Nominations: SAP consultants examine the nomination process integral to Succession Management. The section includes the criteria for selecting individuals for roles and opportunities, showcasing the tools managers can leverage to influence these decisions. This knowledge is essential for streamlining succession planning.
Topic 3	• Managing Clean Core: In this topic, SAP consultants explore the importance of maintaining a clean core in SAP SuccessFactors to ensure seamless system functionality. It emphasizes guidelines for configuring SuccessFactors with minimal customizations, promoting sustainable system architecture. Additionally, this section explains how a clean core simplifies upgrades and ongoing maintenance, reinforcing system efficiency.
Topic 4	• Matrix Grid Reports and Calibration: This topic focuses on creating and analyzing matrix grid reports, a critical skill for SAP consultants. It explains calibration processes in performance management and discusses interpreting data effectively from these reports, enabling data-driven decisions for talent and performance evaluations.
Topic 5	• Succession Org Chart and Lineage Chart: SAP consultants delve into creating organizational and lineage charts to visualize succession planning. This topic highlights the use of these charts for understanding employee relationships and career trajectories, as well as their role in strategic HR decision-making.
Topic 6	• Succession Data Model and People Profile: This section introduces the configuration of the succession data model, an essential competency for SAP consultants. It also explores the configuration of the People Profile for succession planning, emphasizing the relationships between various data elements to drive strategic planning.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q35-Q40):

NEW QUESTION # 35

What expanded capabilities do talent pools provide to customers? Note There are 2 correct answers to this question.

- A. They can be associated in Manage Competencies.
- B. They can be viewed in the talent card.
- C. They can be viewed within Recruiting.
- D. They can be associated to roles in Manage Job Roles.

Answer: B,D

NEW QUESTION # 36

What are the differences between the MDF Position and the Legacy Position nomination methods?Note: There are 2 correct answers to this question.

- A. You can use MDF talent pools.
- B. You can import successors.
- C. You can use effective dating.
- D. You can set permissions on the position object.

Answer: C,D

NEW QUESTION # 37

Where can you view bench strength within Succession Management?Note: There are 2 correct answers to this question.

- A. In the matrix grid report
- B. In the talent pools
- C. In the Succession Org Chart
- D. In the position card

Answer: B,C

NEW QUESTION # 38

Which of the following values are included in the Personal Information Import template? Note There are 2 correct answers to this question.

- A. Risk of loss
- B. Manager
- C. Impact of loss
- D. Language skills

Answer: A,C

NEW QUESTION # 39

What are the prerequisites for a background element to be visible in People Profile? Note There are 2 correct answers to this question.

- A. A picklist is created under Admin Center → Picklist Center.
- B. The element is added under Admin Center → Configure People Profile.
- C. Permissions are granted under Admin Center → Set User Permissions.
- D. The element is listed in the <view-template id="talentSearch"> section of the data model.

Answer: B,C

NEW QUESTION # 40

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